



Modern Slavery Statement

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Purpose of Statement

Modern slavery is a serious violation of human rights and includes practices such as slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain through coercion, deception, abuse of power, or other forms of control.

This Modern Slavery Statement (Statement) is made by Evalueserve and all its affiliated companies in compliance with Section 54(1) of the UK Modern Slavery Act 2015 and any other applicable Modern Slavery regulations for the year ending 31st March 2027. This statement reflects Evalueserve's commitment to conducting its business with integrity and upholding human rights across its business operations and supply chain. We have zero tolerance to any modern slavery practices and are dedicated to follow all guidelines issued by governments and international organizations in this context. We understand and are committed to fulfilling our responsibility of preventing modern slavery in any part of our business or supply chains.

Our Business

Data alone does not create competitive advantage. What matters is how organizations turn data into decisions, and decisions into measurable outcomes. In an era of constant disruption, Evalueserve exists to make that translation faster, more precise, and more defensible.

We fuse deep domain expertise with AI to embed insight and efficiency into every step of complex, knowledge-intensive workflows. Our domain-led AI services combine generative agents, cognitive workflows, and intelligent automation to make insight actionable, driving growth, resilience, and operational clarity for the organizations we serve.

Evalueserve is a global Domain-Led AI Services company. We operationalize the workflows where getting the details right is not optional: financial services, corporate functions, professional services, life sciences, and other industries where domain knowledge is irreplaceable. Our teams bring together analysts, data scientists, engineers, and industry specialists to deliver work that produces real outcomes at scale.

We are headquartered in Zug, Switzerland, with 4,000+ employees across 45+ countries and major centers in India, China, Chile, Romania, and North America. Our global footprint extends into Colombia, the Middle East, and wider Asia-Pacific.

What sets us apart: 25 years inside complex client workflows, proprietary AI platforms that accelerate time to value, and the ability to operate inside a client's existing environment rather than asking them to rebuild from scratch.

Our core values define how we deliver, how we grow, and how we work together:

- **Always Rigorous** — Uncompromising quality, domain mastery, and operational precision. We validate assumptions, measure impact, and hold ourselves to high standards.
- **Always Refreshing** — Constant curiosity and innovation driven by real value. We try new approaches, learn continuously, and simplify where others complicate.
- **Always Responsive** — Agile, client-centric, and globally connected. We listen actively, act fast, and communicate openly.

Together, we do more than meet expectations. We expand them.

Our Supply Chain

Evalueserve classifies its suppliers into three major categories:

Category	Description
Supplier of Services	Includes vendors that provide services such as catering, transportation, and other services such as cloud and hosting services, data centre, and HR-related services.
Supplier of Products	Includes vendors that provide products such as IT hardware, software, and electronic equipment, furniture, and stationery.
Supplier of Human Resources	Covers contractors who provide manpower, work on our premises or client projects, and support our business — such as recruitment agencies and outsourced support staff.

Our Policies and Procedures

Evalueserve is committed to upholding the highest standards of responsibility and integrity in all its interactions with stakeholders, including clients, employees, and shareholders. We maintain a zero-tolerance approach to modern slavery and human trafficking and strictly comply with all applicable laws in this area.

We are dedicated to ensuring that such practices have no place within our operations or supply chain, and we support this commitment through robust ethical, legal, and compliance frameworks, as outlined below.

Modern Slavery Statement	We do not tolerate any modern slavery practices and follow all guidelines issued by governments, international organizations, and civil society to prevent them. We understand and are committed to fulfilling our responsibility of preventing modern slavery in any part of our business or supply chains.
Code of Business Conduct and Ethics (COBE)	Evalueserve's Code of Business Conduct and Ethics is based on the core values of the organization. The main purpose of COBE is to encourage and promote the work culture of honesty, integrity, and mutual respect and establish a mechanism to resolve various ethical issues within the organization.
Human Rights Policy	At Evalueserve, we recognise the inherent dignity and equal rights of all individuals and are dedicated to upholding and promoting human rights in every facet of our business operations. Our commitment to human rights is rooted in our core values of integrity, respect, and social responsibility. We pledge to operate with the highest standards of ethical conduct, ensuring that our actions reflect our dedication to advancing human rights principles. We are committed to providing a safe and supportive environment that fosters personal and professional growth, and where discrimination, harassment, and any form of exploitation are not tolerated.
Whistleblower Policy	This policy provides a framework for reporting and addressing any suspected misconduct, violations of company policies, or unlawful activities.
Supplier Code of Conduct	Our Supplier Code of Conduct (SCOC) outlines the minimum standards we expect our suppliers to follow when conducting business with us. It details our expectations, including compliance with internationally accepted environmental, social, and corporate governance (ESG) standards and regulations. All suppliers are expected to maintain the basic standards related to people's fundamental dignity and rights. Modern slavery obligations are also incorporated into supplier/vendor agreements through a dedicated contractual clause.

Our Due Diligence Process

Evalueserve's approach to due diligence in relation to modern slavery is currently grounded in its internal policies and governance framework.

Evalueserve has established a Code of Conduct and related policies that set out clear expectations regarding ethical behaviour, compliance with applicable laws, and respect for human rights, including the prohibition of forced labour and human trafficking. These policies apply to all employees and are designed to promote responsible business conduct across operations. The third parties working with Evalueserve are also expected to comply with similar ethical and legal standards.

Risk Assessment

Given the nature of Evalueserve's business and its supply chain, there is a low risk of modern slavery. Nevertheless, Evalueserve has robust processes and policies to ensure risks of modern slavery in its operations and supply chain are evaluated on an ongoing basis. It is through the Supplier Code of Conduct, Human Rights Policy, supplier declarations, reporting mechanisms, and contractual obligations that Evalueserve promotes ethical business practices and strengthens supplier accountability.

Our Training Programs

We recognise that effective prevention of modern slavery requires awareness and understanding among our team. Evalueserve conducts multiple training programs to foster an environment of excellence, create awareness among employees, and ensure zero risk of modern slavery. At Evalueserve, all employees are mandated to attend training sessions on COBE, human rights, sexual harassment, human trafficking, modern slavery, and many other subjects, at the time of onboarding and on an annual basis.

This statement has been approved by Evalueserve's Board of Directors and is published in compliance with the UK Modern Slavery Act 2015, Section 54(1).